

July 2013

Dear Sirs,

By this letter we would like to inform you on the recent important developments in the labour law related to antidiscrimination of applicants for vacant job positions.

The Russian Labour Code prohibits any direct or indirect restriction of rights or granting direct or indirect privileges when concluding an employment agreement depending on the circumstances unrelated to business qualities of the employees (except for the cases provided by the federal law). However, in practice one can often find advertisements of companies on vacant job positions of discriminatory nature.

In this connection the new Federal Law as of July 02, 2013 No 162-FZ “**On introduction of changes to the Law of the Russian Federation “On employment of the population in the Russian Federation”** and particular legislative acts of the Russian Federation” directly prohibits the companies from dissemination of information on free workplaces or vacant job positions containing restrictions or preferences depending on the candidate’s sex, race, skin color, nationality, language, origin, property, family, social or professional status, age, place of residence, attitude to religion, convictions, membership or non-membership in public associations or any social groups, as well as based on other reasons unrelated to the employee’s business qualities (except for the cases directly provided by the law).

In this regard a new article 13.11.1 has been introduced to the Code of Administrative Offences of the Russian Federation that stipulates administrative liability for violation of the above mentioned requirements in the form of fine as follows:

- for citizens: 500 - 1000 Russian rubles;
- for officers: 3000 - 5000 Russian rubles;
- for legal entities: 10 000 - 15 000 Russian rubles.

The said Federal Law as of July 02, 2013 No 162-FZ “On introduction of changes to the Law of the Russian Federation “On employment of the population in the Russian Federation” and particular legislative acts of the Russian Federation” came into effect on July 14, 2013.

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We hope you will find this information helpful. Should you have any questions, please do not hesitate to contact **Irina Anyukhina**, Partner, Head of the Labour and Employment practice.

Kind regards,

**ALRUD Law firm**

*Note: All information was obtained from publicly available sources. The author of this information letter assumes no liability for the consequences of decision-making based on such information.*